

**Tentative Agreement between
The Santa Barbara County Firefighters, Local 2046 and
The County of Santa Barbara
August 22, 2012**

The parties agree that the Memorandum of Understanding between the Santa Barbara County Firefighters, Local 2046 (Local 2046) and the County of Santa Barbara (County) scheduled to expire on March 2, 2014 shall be extended for 52 pay periods to approximately February 28, 2016.

No sooner than February 17, 2014 the parties will reopen negotiations regarding all employees sharing any cost increases in the retirement COLA Normal as well as regarding retirement benefits, retirement related benefits and retiree medical benefits for future Local 2046 represented employees.

In addition, the parties agree that:

- 1.5% of the total previously negotiated but not yet received 14% in total unit-wide wage increases shall be eliminated.
- The remaining 12.5% in previously negotiated total wage increases shall be reconfigured to be received on the following schedule, with increases coinciding with the beginning of each of the next three fiscal years:
 - 4.0% effective 6/24/2013 (pay period 2013-15)
 - 4.0% effective 6/23/2014 (pay period 2014-15)
 - 4.5% effective 7/6/2015 ((pay period 2015-15).
- Effective 6/23/2014 (pay period 2014-15), the employer paid retirement offset of \$70.00 per pay period will be eliminated for any Local 2046 employees receiving it at that time.
- Effective as soon as practicable, the County will cease payment of the employer paid retirement offset of \$70.00 per pay period for all newly hired employees.
- Effective as soon as practicable all newly hired shall pay one half of any increases in retirement COLA Normal cost up to a cap of 2%.
- Ratification voting shall be completed by Local 2046 no later than Monday September 3, 2012.

All savings realized as part of this agreement will remain in the Fire Department.

The parties stipulate that this agreement shall not be binding upon the parties either in whole or in part unless and until ratified by Local 2046 and formally approved by a majority vote of the County Board of Supervisors.

The intent of the parties is that this tentative agreement appear on the Board of Supervisors' agenda for potential approval on September 4, 2012.

Adam Estabrook
Local 2046



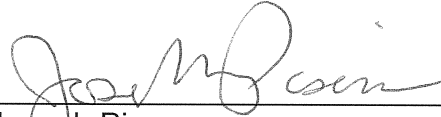
Rob Heckman
Local 2046

Chris Hahn
County of Santa Barbara

Jennifer Gutierres
County of Santa Barbara

Daron Mafi
Local 2046

Nicci Plata
County of Santa Barbara



Joseph Pisano
County of Santa Barbara

Robert MacLeod
County of Santa Barbara

8-23-2012.

Date

8-23-2012

Date